



**MEETING MINUTES
BOARD OF SUPERVISORS, COUNTY OF MONO
STATE OF CALIFORNIA**

Regular Meetings: First, Second, and Third Tuesday of each month. Location of meeting is specified below.

Meeting Location: Mammoth Lakes Suite Z, 437 Old Mammoth Rd, Mammoth Lakes, CA 93546

**Regular Meeting
June 15, 2021**

9:06 AM Meeting Called to Order by Chair Kreitz.

*Supervisors Present: Corless, Duggan, Gardner, Kreitz, and Peters (Corless, Duggan, and Gardner attended via teleconference).
Supervisors Absent: None.*

The Mono County Board of Supervisors stream most of their meetings live on the internet and archives them afterward. To search for a meeting from June 2, 2015 forward, please go to the following link: <http://www.monocounty.ca.gov/meetings>.

Pledge of Allegiance led by Supervisor Peters.

1. OPPORTUNITY FOR THE PUBLIC TO ADDRESS THE BOARD

None.

2. RECOGNITIONS – NONE

3. COUNTY ADMINISTRATIVE OFFICE

CAO Report regarding Board Assignments

Bob Lawton, CAO:

- Attended Business Roundtable meeting – discussed reopening
- Thanked Ken Brengle and Chamber for inviting the entire EOC to be Grand Marshalls of the Fourth of July parade this year
- Working on compensation item before the Board today
- Administered oath of office to new employee in Public Works, Bryan Kaiser

4. DEPARTMENT/COMMISSION REPORTS

Wendy Sugimura, Community Development Director:

- Update on staffing levels in department

5. CONSENT AGENDA

(All matters on the consent agenda are to be approved on one motion unless a board member requests separate action on a specific item.)

A. Board Minutes - May 19, 2021

Departments: Clerk of the Board

Approval of the Board Minutes from the Special Meeting on May 19, 2021.

Action: Approve the Board Minutes from the Special Meeting on May 19, 2021.

Duggan motion. Peters seconded.

Vote: 5 yes, 0 no

M21-137

B. Cancellation of July 13, 2021 Regular Meeting of the Board of Supervisors

Departments: Clerk of the Board

Cancellation of the July 13, 2021 regular meeting of the Board of Supervisors.

Action: Cancel the July 13, 2021 regular meeting of the Board of Supervisors.

Duggan motion. Peters seconded.

Vote: 5 yes, 0 no

M21-138

C. Megabyte Contract Renewal

Departments: Finance/Assessor

Proposed contract with Megabyte Systems, Inc. pertaining to software maintenance agreement for FY 2021-22.

Action: Approve and authorize board chair signature on proposed contract and addendum with Megabyte Systems, Inc. for software maintenance and web services pertaining to the County property tax system not to exceed \$132,506.

Duggan motion. Peters seconded.

Vote: 5 yes, 0 no

M21-139

D. Call for Bids - Chalfant Cell Site

Departments: Information Technology; Public Works; County Counsel

Request for bids to conditionally license a portion of the now-closed Chalfant landfill for potential use as a site to construct a cellular tower and related infrastructure for the purpose of providing cellular service to the Chalfant Valley. Conditions to the ultimate use of the site for cellular infrastructure by the successful bidder include the obtaining of applicable planning approvals, amendment to the joint technical document for the site, and any associated CEQA review.

Action: Approve bid package without modifications, direct staff to post and publish call for bids.

Duggan motion. Peters seconded.

Vote: 5 yes, 0 no

M21-140

6. CORRESPONDENCE RECEIVED

Direction may be given to staff regarding, and/or the Board may discuss, any item of correspondence listed on the agenda.

The Board acknowledged receipt of the correspondence.

A. Letter from Johanna and Daniel Tackitt Regarding Mountain View Fire Rebuilding Concerns

A letter from Coleville residents, Johanna and Daniel Tackitt, regarding Mountain View Fire rebuilding concerns.

Supervisor Peters:

- Letter lays out what multiple residents have expressed to Mary Booher, CAO Lawton, and self
- Spoke to fire survivors on Saturday. Residents want more face-to-face opportunities, Town Hall opportunities

Wendy Sugimura, Community Development Director:

- Staff have spoken about holding an open house on June 26 at the Walker Community Center

7. REGULAR AGENDA - MORNING

A. Compensation Policy and Salary Adjustments for At-Will Management-Level Employees and Elected Officials

Departments: CAO

(Robert C. Lawton, CAO) - Following implementation of Memoranda of Understanding (MOUs) for all five employee bargaining units, this item proposes a salary and compensation policy for at-will (unrepresented) management-level employees and elected officials. The proposed policy includes a conversion from flat salaries to a five-step salary range for non-elected at-will positions. The associated resolution adjusts salaries for those non-elected positions upwards to conform to the five-step salary matrix and increases the salaries of elected department heads (but not the Board of Supervisors) to market rate, based on a 2021 salary survey of all at-will and elected positions.

Action:

- 1) Adopt proposed resolution implementing the Mono County Policy Regarding Compensation of At-Will and Elected Management-Level Officers and Employees ("Management Compensation Policy"); and
- 2) Announce positions and salaries as listed on revised Exhibit B and adopt proposed resolution implementing salary matrix to establish ranges and steps for at-will management-level positions and adjusting current salaries for both elected department heads and appointed at-will employees to conform to that matrix and the Management Compensation Policy.

Fiscal Impact: The estimated increase in county-wide salary and benefit cost is \$186,2148 for FY 2021-22, \$368,880 for FY 2022-23, and \$507,445 for FY 2023-22. See the Revised Base Salary Adjustments document attached to these minutes for full fiscal impact (p.13). See the Revised Cost Implementation Analysis schedule attached to these minutes for greater details and documentation of the analysis' assumptions and conditions (p.14).

Peters motion. Gardner seconded.

Vote: 5 yes, 0 no

R21-44, R21-45

Bob Lawton, CAO:

- Overview of item
- Provided background

Doug Johnson, Ralph Andersen & Associates:

- Presented compensation report, discussed methodology

Dave Wilbrecht, Special Project Coordinator:

- Reviewed policy document

Janet Dutcher, Finance Director:

- Financial analysis

Break: 10:27 AM

Reconvened: 10:37 AM

Stacey Simon, County Counsel:

- Reviewed proposed Resolutions to be approved

B. Ordinance Amending Section 2.04.030 of the Mono County Code to Adjust Salaries for the Positions of Member and Chair of the Board of Supervisors

Departments: CAO

(Robert C. Lawton, CAO, Dave Wilbrecht, Special Project Coordinator) - Proposed ordinance amending Mono County Code section 2.03.040 to adjust salaries for the elected positions of Supervisor and Chair of the Board of Supervisors in accordance with Mono County's Management Compensation Policy and the 2021 Salary Survey of management positions.

Action: Introduce, read title and waive further reading of amended ordinance amending Mono County Code section 2.04.030 to adjust salaries for the elected positions of Supervisor and Chairperson of the Mono County Board of Supervisors in accordance with the Management Compensation Policy and 2021 Salary Survey.

Peters motion. Duggan seconded.

Vote: 3 yes, 2 no

M21-141

Roll Call:

Corless - N

Duggan - Y

Gardner - N

Kreitz - Y

Peters - Y

Bob Lawton, CAO:

- Overview of item

Supervisor Duggan:

- Clarification regarding Chair salary being adjusted back to Supervisor salary when they are no longer the Chair
- Supports Ordinance

Supervisor Gardner:

- Does not support Ordinance – believes strongly against voting for an increase in salary for self without opportunity for taxpayers to vote on it
- Will not accept increase if passed

Supervisor Corless:

- Does not support Ordinance – timing and process issue, not included in budget, would personally prefer to wait until mid-year
- Will not accept increase if passed

Supervisor Peters:

- Supports Ordinance

Chair Kreitz:

- Supports Ordinance

Stacey Simon, County Counsel:

- Amendment to Ordinance – Ordinance shall take effect 60 days from the date of its final passage, not 30 days

C. Budget Public Hearing and Planned Adoption for FY 2021-22

Departments: CAO, Finance

(Janet Dutcher, Finance Director; Megan Mahaffey, Accountant II) - Public hearing and adoption of the 2021-2022 County of Mono Recommended Budget, as presented or amended. The Mono County Recommended Budget for fiscal year 2021-2022 is available on the Mono County Website: <https://www.monocounty.ca.gov/auditor/page/2021-2022-budget-portal>

Action:

- 1) Conduct public budget hearing.
- 2) Adopt resolution R21-46, A Resolution of the Mono County Board of Supervisors Adopting the Final Mono County Budget for Fiscal Year 2021-2022, as presented or amended.

Fiscal Impact: The recommended budget includes \$124,932,764 in expenditures, \$116,055,940 in revenues, and relies on \$8,876,824 in carryover balance. The General Fund includes \$41,480,282 in expenditures, \$40,280,282 in revenues, and relies on \$1,200,000 in carryover balance.

Janet Dutcher, Finance Director:

- Presented item

Public Hearing Opened: 11:23 AM

No Public Comment

Public Hearing Closed: 11:28 AM

Gardner motion. Corless seconded.

Vote: 5 yes, 0 no

R21-46

Bob Lawton, CAO:

- Thanked Janet for helping Board navigate financial challenges during an extremely uncertain time

Public Comment:

- Fred Stump

D. List of Allocated Positions for Fiscal Year 2021-22

Departments: CAO, Finance

(John Craig, Assistant CAO; Janet Dutcher, Finance Director) - Proposed resolution to adopt the Fiscal Year 2021-22 Position Allocation List for positions classified in the Recommended Budget

Action: Adopt resolution R21-47, Adopting a Schedule for Position Classifications in Conjunction with the Adoption of the 2021-2022 Budget as modified to reflect the changes to the Assistant District Attorney and Assistant County Counsel positions.

Kreitz motion. Peters seconded.

Vote: 5 yes, 0 no

R21-47

John Craig, Assistant CAO:

- Noted two corrections to the Allocation List based on changes to staffing item passed earlier today – Assistant County Counsel and Assistant District Attorney

E. County Wildfire Coordinators Grant

Departments: Board of Supervisors, sponsored by Chair Kreitz

(Chair Kreitz) - The CA Fire Safe Council, in partnership with CSAC and RCRC, and funded by a CAL FIRE grant are seeking county interest in receiving funds for a County Wildfire Coordinator position.

Action: None. Board direction to confirm interest in the grant with CA Fire Safe Council.

Supervisor Corless:

- Purpose of putting this item on today's agenda is to get Board direction and confirmation that this is something Mono County would want to pursue
- Confirmed that indicating County interest is not a commitment to applying for the grant
- Volunteered to serve as the Board Liaison

Supervisor Peters left the meeting at 11:40 AM

F. COVID-19 (Coronavirus) Update

Departments: CAO, Public Health

(Robert C. Lawton, CAO, Bryan Wheeler, Public Health Director) - Update on Countywide response and planning related to the COVID-19 pandemic. Discussion of planning for changes to County operations as the State moves into its "Beyond the Blueprint" stage, including, but not limited to: status of emergency declarations; returning to in-person County meetings; returning remote employees to work.

Action: None.

Bryan Wheeler, Public Health Director:

- PPT presentation (can be found under Supporting Documents on the meeting webpage: <https://monocounty.ca.gov/bos/page/board-supervisors-120>) – 7-day metrics, Blueprint for a Safer Economy, Beyond the Blueprint – reopening with capacity and distancing restrictions lifted for most businesses and activities

Bob Lawton, CAO:

- EOC meeting once a week, discussion to move it to once a month until the emergency declaration is lifted
- Returning remote employees to work at the Civic Center

Janet Dutcher, Finance Director:

- Finance branch of EOC update – currently meeting every other week.
- Transitioning into what will be the last week of incurring costs relative to the cost share agreement

G. Mountain View Fire Update and Review of Emergency Declarations

Departments: Mountain View Fire Emergency Operations Center

(Justin Nalder, EOC Director) - Review of continuing need for Board of Supervisor's November 17, 2020, Declaration of Local Emergency of and Mono County Health Officer's November 19, 2020, Declaration of Local Health Emergency for the Mountain View Fire.

Action: Find that there is a need to continue the local state of emergency declared on November 17, 2020 and/or the local health emergency declared on November 19, 2020 (ratified by the Board on November 24, 2020).

Gardner motion. Kreitz seconded.

Vote: 4 yes, 0 no, 1 absent

M21-142

Justin Nalder, EOC Director:

- Recommendation to continue the local state of emergency until all the remediation is completed

Break: 12:11 PM

Reconvened: 12:22 PM

H. Justice, Equity, Diversity, and Inclusion (JEDI) Update

Departments: CAO, Board of Supervisors

(Robin Roberts, Behavioral Health Director) - Update on the proposed Justice, Equity, Diversity, and Inclusion (JEDI) training plan.

Action: None.

Postponed to July 6, 2021 Board of Supervisors Meeting.

I. Mono County Behavioral Health FY 2020-2023 Mental Health Services Act Three-Year Plan and FY 2021-2022 Annual Update

Departments: Behavioral Health

(Amanda Greenberg, Program Manager, Robin Roberts, Behavioral Health Director) - Presentation by Amanda Greenberg regarding the Mono County Behavioral Health FY 2020-2023 Mental Health Services Act Three-Year Plan and FY 2021-2022 Annual Update.

Action: Review and approve Three-Year Plan and Annual Update.

Corless motion. Duggan seconded.

Vote: 5 yes, 0 no

M21-143

Amanda Greenberg, Program Manager:

- PPT presentation (can be found under Supporting Documents on the meeting webpage: <https://monocounty.ca.gov/bos/page/board-supervisors-120>) – What is MHSa, Community Program planning process, top community needs, top strategies to promote mental health, MHSa funding components, community services and supports, prevention and early intervention, innovation, workforce education and training, capital facilities and technological needs, key achievements and outcomes

Robin Roberts, Behavioral Health Director:

- Thanked Amanda and Marcella for all their hard work on this
- Staff core values: honor the work, practice vulnerability, and take good care

Supervisor Peters returned at 12:50 PM.

8. OPPORTUNITY FOR THE PUBLIC TO ADDRESS THE BOARD

None.

Moved to Item 10.

9. CLOSED SESSION

Closed Session: 1:15 PM

Reconvened: 2:05 PM

No action to report out of Closed Session.

A. Closed Session - Labor Negotiations

CONFERENCE WITH LABOR NEGOTIATORS. Government Code Section 54957.6. Agency designated representative(s): Bob

Lawton, Stacey Simon, Janet Dutcher, and Dave Wilbrecht. Employee Organization(s): Mono County Sheriff's Officers Association (aka Deputy Sheriff's Association), Local 39 - majority representative of Mono County Public Employees (MCPE) and Deputy Probation Officers Unit (DPOU), Mono County Paramedic Rescue Association (PARA), Mono County Public Safety Officers Association (PSO). Unrepresented employees: All.

B. Closed Session - Public Employee Evaluation

PUBLIC EMPLOYEE PERFORMANCE EVALUATION. Government Code section 54957. Title: County Administrative Officer.

10. BOARD MEMBER REPORTS

Supervisor Corless:

- RCRC meeting planning continued, thank you Supervisor Duggan for all your help!
- Golden State Natural Resources meeting (affiliate of RCRC working on biomass utilization)
- Wildlife Stewardship Team fundraising meeting, looking to support 395 wildlife crossing project.
- Listened in on the Justice Equity Diversity Inclusion staff working group meeting - this group continues to work with Dr. Cameron Wedding to start implementing training, board update coming July 6.
- Eastern Sierra Council of Governments
- Yosemite Area Regional Transportation System: in addition to approving a short-term strategic plan, board approved lifting of covid occupancy restrictions and buses will return to full capacity.
- Behavioral Health Advisory Board: reviewed, discussed, and approved the three-year MHSa plan. Still looking for more advisory board members in all county communities.
- On the board of Mono Arts Council, reminder about Arts on the 4th art festival in Mammoth over the July 4 holiday, proceeds benefit arts education throughout Mono County.

Supervisor Duggan:

- 06/08/21 – I participated in a Special Meeting of the IMACA Board, along with Supervisor Peters, addressing temporary employment contract for an interim Executive Director.
- 6/9/21 – I assisted with the Lakes Basin Tour presentation for the RCRC Annual Board meeting.
- 6/14/21 – I participated in the monthly LTC meeting along with Commissioners Kreitz and Peters, where we discussed the Innovative Call for Concepts, the Draft District 9 CAT Plan. Updates from ESTA and YARTS were also presented.

Supervisor Gardner:

- On Wednesday, June 9 I participated in the monthly meeting of the Mono Basin RPAC. Topics discussed included a presentation from a member of the Kutzadika Tribe about a proposed Interpretive Trail and Heritage Park in the north Mono Basin area, and a review of the Mono Basin Community Plan.

- On Thursday, June 10 I participated in a meeting of the Justice, Equity, Diversity, and Inclusion Working Group. This group is working on several activities that will be presented to staff very soon.
- On Friday, June 11 I participated with Supervisor Corless in the meeting of the Eastern Sierra Council of Governments. We heard a presentation from staff from the California Governor's Office of Business and Economic Development, and discussed several topics including the ESCOG 2021-2022 Budget, California Redistricting, California Fire Safe Council County Fire Coordinators, regional housing funding opportunities, and ESSRP projects.
- Yesterday I joined Supervisor Corless again for a special meeting of the Yosemite Area Regional Transportation System Board of Directors. We approved a Short-Term Strategic Plan that includes several service-related and other recommendations that will enable YARTS to continue to operate into the future. The changes for our area include cutting back service from the current end date of October 15 each year back to Sept. 15. This change will not occur until 2023, however.

Supervisor Kreitz:

- After our Tuesday, June 8th meeting I participated on conversation with CCRH Board members and the HCD Director Gustavo Velasquez to discuss various housing topics including the \$1.75 billion in the budget for moving along housing development projects waiting for 4% LIHTC funding. The program will be over the counter with a simple application beginning in September. Some details around Article 34 and developer fee are still being worked out. There was also a case made by the Board to restore the Infrastructure Infill Grant (IIG) to include language from the 2019 allocation which made small, rural areas of the state more competitive. This language was included in a one-time allocation and the Board would like to see it in all of the NOFA guidelines.
- On Wednesday, June 9th I spoke with Assessor Beck regarding the GIS and Parcel Viewer. Staffing the mapping position has been a challenge and the Assessor said after this tax roll is closed he plans to work with HR to create a staffing plan that will create more growth opportunities for the position. We agreed that the Parcel Viewer provides critical information and is a top priority for the Assessors Department and impacts a plethora of departments across the county.
- I tuned into the Cal/OSHA special meeting on Wednesday. It was an educational endeavor both on the structure and policy side of the organization and the breadth of public comment, which lasted three hours. The Board is comprised of volunteers that are compensated \$100/month. The Board had plenty of notice that on June 15th the state would be moving beyond the Blueprint, yet they struggled to get in sync with the
- Friday, June 11th the CCRH Board met. We spent two of the three hours working on Racial Equity Diversity and Inclusion. We discussed the impacts of Redlining, a federal policy, and how it's still present in rural communities today, though not explicitly. The Board met for regular business the last hour of the meeting where we decided to hold the annual Rural Housing Summit virtually once again this year and then afterward have a staff and board retreat in early 2022.
- Yesterday, June 14th I participated in the Mono County LTC meeting. We approved the Overall Work Program for fiscal year 2021-22. We also received an update from ESTA and YARTS on their summer programs and services. Both agencies have removed their capacity limits, but will continue to require masks on the buses. Later that day, I volunteered at another Mono County COVID-19 vaccination clinic. Slower pace of clients, but still a dozen or so getting their first vaccines.

Supervisor Peters:

- Attended Bridgeport RPAC last Tuesday – presentation from Humboldt-Toiyabe Forest Service, strategic changes with staffing
- Met separately with Kim Murcia and Duncan Leao, HT staff, regarding how messaging from the HT could be improved, upcoming projects
- With Supervisor Duggan, attended the IMACA Emergency Meeting. Focused on new recruitment for Executive Director
- Attended the Bi-State Sage Grouse Local Area Working Group meeting
- Over the weekend, attended the Antelope Valley Senior Center Lions Club Thrift Store Picnic in the Park
- Yesterday, attended Local Transportation Commission meeting

Moved to Item 9.

ADJOURNED AT 2:05 PM.

ATTEST

**JENNIFER KREITZ
CHAIR OF THE BOARD**

**QUEENIE BARNARD
SENIOR DEPUTY CLERK OF THE BOARD**

EXHIBIT B

**Mono County
 Base Salary Adjustments
 For Incumbent At-Will Employees and Elected Officials (excluding members of the Board of Supervisors)**

Current Title	Current Salary	Range	Step	Nearest Dollar Placement		
				Salary	\$ Change	% Change
Assistant Assessor	\$ 8,991	13	D	\$9,146	\$155	1.7%
Assistant County Administrative Officer	\$ 12,500	21	C	\$12,870	\$370	3.0%
Assistant County Counsel	\$ 11,006	18	E	\$12,257	\$1,251	11.4%
Assistant Director of Finance	\$ 9,293	14	D	\$9,603	\$311	3.3%
Assistant District Attorney	\$ 11,006	18	E	\$12,257	\$1,251	11.4%
Assistant to the County Administrative Officer	\$ 7,573	9	E	\$7,901	\$328	4.3%
Chief of Emergency Medical Services	\$ 10,325	17	C	\$10,588	\$263	2.5%
Chief Probation Officer	\$ 11,014	19	B	\$11,117	\$104	0.9%
County Administrative Officer	\$ 15,000	25	C	\$15,643	\$643	4.3%
County Assessor	\$ 10,325	16	M	\$11,117	\$792	7.7%
County Clerk / Recorder / Registrar of Voters	\$ 9,981	14	E	\$10,084	\$102	1.0%
County Counsel	\$ 15,488	25	C	\$15,643	\$156	1.0%
County Engineer	\$ 10,502	15	E	\$10,588	\$86	0.8%
Deputy County Counsel II	\$ 9,211	13	E	\$9,603	\$392	4.3%
Deputy District Attorney III	\$ 10,108	15	E	\$10,588	\$480	4.7%
Director of Behavioral Health	\$ 11,014	18	C	\$11,117	\$104	0.9%
Director of Community Development	\$ 11,014	18	C	\$11,117	\$104	0.9%
Director of Economic Development	\$ 9,981	16	C	\$10,084	\$102	1.0%
Director of Finance	\$ 12,532	21	C	\$12,870	\$337	2.7%
Director of Information Technology	\$ 12,906	21	D	\$13,513	\$607	4.7%
Director of Public Health	\$ 11,014	18	C	\$11,117	\$103	0.9%
Director of Public Works /Road Operations	\$ 12,046	20	C	\$12,257	\$211	1.7%
Director of Social Services	\$ 11,014	18	C	\$11,117	\$104	0.9%
District Attorney	\$ 13,106	21	M	\$14,189	\$1,082	8.3%
District Attorney Chief Investigator	\$ 10,094	15	E	\$10,588	\$494	4.9%
District Attorney Investigator II	\$ 8,640	11	E	\$8,711	\$71	0.8%
District Attorney Operations and Prg Supervisor	\$ 6,812	4	Y	\$6,812	\$0	0.0%
Eastern Sierra Recreation Coordinator	\$ 5,852	5	C	\$5,896	\$44	0.7%
Economic Development Manager	\$ 7,571	12	B	\$7,901	\$329	4.4%
Environmental Health Manager	\$ 9,363	13	E	\$9,603	\$241	2.6%
Parks and Facilities Superintendent	\$ 8,604	11	E	\$8,711	\$107	1.2%
Public Works Project Manager	\$ 6,874	9	C	\$7,166	\$292	4.2%
Risk Manager	\$ 7,916	12	C	\$8,296	\$380	4.8%
Road Superintendent	\$ 8,608	11	E	\$8,711	\$103	1.2%
Sheriff-Coroner	\$ 12,604	21	M	\$14,189	\$1,585	12.6%
Solid Waste Superintendent	\$ 7,689	9	E	\$7,901	\$212	2.8%
Undersheriff	\$ 12,783	19	E	\$12,870	\$87	0.7%

M = Fixed Market Rate for Countywide Elected Officials

Y = Current Salary is in excess of Step E and will remain constant

REVISED 6-14-2021

Mono County
 Cost Implementation Analysis
 At-Will and Elected Positions (excluding members of the Board of Supervisors)

Current Title	Current Salary	Range	Nearest Dollar Placement		Cost Impact per Fiscal Year		
			Step	Salary	FY 2021-22	FY 2022-23	FY 2023-24
Assistant Assessor	\$ 8,991	13	D	\$ 9,146	\$ 155	\$ 613	\$ 613
Assistant Clerk / Recorder	7,572	10	D	7,901	328	723	723
Assistant County Administrative Officer	12,500	21	C	12,870	370	1,013	1,689
Assistant County Counsel	11,007	18	E	12,257	1,250	1,250	1,250
Assistant County Counsel	11,007	18	E	12,257	1,250	1,250	1,250
Assistant Director of Finance	9,293	14	D	9,603	311	791	791
Assistant Director of Finance	9,293	14	D	9,603	311	791	791
Assistant District Attorney	11,006	18	E	12,257	1,251	1,251	1,251
Assistant to the Chief Administrative Officer	7,573	9	E	7,901	328	328	328
Chief of Emergency Medical Services	10,325	17	C	10,588	263	792	1,348
Chief Probation Officer	11,014	19	B	11,117	104	659	1,243
County Administrative Officer	15,000	25	C	15,643	643	1,425	2,246
County Assessor	10,325	16	E	11,117	792	792	792
County Clerk / Recorder	9,981	14	E	10,084	102	102	102
County Counsel	15,488	25	C	15,643	156	938	1,759
County Engineer	10,502	15	E	10,588	86	86	86
Deputy County Counsel II	9,211	13	E	9,603	392	392	392
Deputy District Attorney III	10,108	15	E	10,588	480	480	480
Deputy District Attorney III	10,108	15	E	10,588	480	480	480
Director of Animal Services	6,825	6	E	6,825	-	-	-
Director of Behavioral Health	11,014	18	C	11,117	104	659	1,243
Director of Community Development	11,014	18	C	11,117	104	659	1,243
Director of Economic Development	9,981	16	C	10,084	102	607	1,136
Director of Finance	12,532	21	C	12,870	337	981	1,657
Director of Human Resources	10,756	16	E	11,117	362	362	362
Director of Information Technology	12,906	21	D	13,513	607	1,282	1,282
Director of Public Health	11,014	18	C	11,117	103	659	1,243
Director of Public Works /Road Operations	12,046	20	C	12,257	211	823	1,466
Director of Social Services	11,014	18	C	11,117	104	659	1,243
District Attorney	13,106	21	E	14,189	1,082	1,082	1,082
District Attorney Chief Investigator	10,094	15	E	10,588	494	494	494
District Attorney Investigator II	8,640	11	E	8,711	71	71	71
District Attorney Operations and Prg Supervisor	6,812	4	Y	6,812	-	-	-
Eastern Sierra Recreation Coordinator	5,852	5	C	5,896	44	338	648
Economic Development Manager	7,571	12	B	7,901	329	725	1,140
Environmental Health Manager	9,363	13	E	9,603	241	241	241
Housing Coordinator	9,034	14	C	9,146	112	569	1,049
Parks and Facilities Superintendent	8,604	11	E	8,711	107	107	107
Public Health Officer	18,200	27	E	19,014	814	814	814
Public Works Project Manager	6,874	9	C	7,166	292	650	1,026
Risk Manager	7,916	12	C	8,296	380	794	1,230
Road Superintendent	8,608	11	E	8,711	103	103	103
Sheriff-Coroner	12,604	21	E	14,189	1,585	1,585	1,585
Solid Waste Superintendent	7,689	9	E	7,901	212	212	212
Undersheriff	12,783	19	E	12,870	87	87	87
Monthly Salary Cost	\$ 463,156			\$ 480,190	\$ 17,034	\$ 28,717	\$ 38,376
Annual Salary Cost	\$ 5,557,873			\$ 5,762,281	\$ 204,408	\$ 344,602	\$ 460,510
Annual Benefit Cost	\$ 778,102			\$ 806,719	\$ 28,617	\$ 48,244	\$ 64,471
Total Fiscal Cost Increase	\$ 6,335,975			\$ 6,569,000	\$ 233,025	\$ 392,846	\$ 524,981

PROPOSED
 ANNUAL
 SALARIES &
 INCREMENTAL
 BENEFIT
 INCREASE

NOTES:

This analysis estimates the incremental increases in salary and benefit cost resulting from implementation of the proposed management compensation policy, excluding elected board of supervisors members. It excludes performance pay as that component of the policy is discretionary. The analysis assumes every participant is successful at exceeding job standards making each employee eligible to advance to the next higher step in their respect range. Benefit cost exclude health care, 401a contributions, and the annual payment towards the County's unfunded accrued pension liability.